

(FOR THE CANDIDATES ADMITTED  
DURING THE ACADEMIC YEAR 2024 ONLY)

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24PSW2A1

REG.NO.

MSW  
SEMESTER

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI  
END-OF-SEMESTER EXAMINATIONS : MAY 2025

MAXIMUM MARKS: 75

TIME : 3 HOURS

**PART - III**

**LABOUR WELFARE AND LABOUR LEGISLATION**

**SECTION – A**

**(10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.(K1)**

1. What is one major recommendation made by the National Commission on Labour I regarding labour welfare?

- A) Elimination of minimum wage laws      B) Introduction of universal basic income  
C) Strengthening trade union rights      D) Limiting working hours to 40 per week

2. Under the Tamil Nadu Labour Welfare Fund Act, 1972, which of the following is a key objective?

- a) Regulating working hours    b) Providing financial and social welfare benefits to workers  
c) Determining minimum wages    d) Managing trade unions

3. Under the Employees Provident Fund (EPF) Act, 1952, what percentage of an employee's salary is contributed to the Provident Fund by the employee?

- a) 8%      b) 10%      c) 12%      d) 15%

4. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?

- a) Basic Wage      b) DA      c) Incentive      d) Gratuity

5. Under the Tamil Nadu Industrial Establishment (National & Festival Holidays) Act, 1951, workers are entitled to how many paid holidays annually?

- a) 8    b) 10      c) 12      d) 14

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES**

**(K2)**

6. What is meant by labor mobility?

7. Define Contractor.

8. What is meant by Gratuity?.

9. What is meant by set off?.

10. Who is called as migrant?

**SECTION – B**

**(5 X 5 = 25 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K3)**

11. a) Analyze the problems faced by the workers in the Unorganized Sector.

**(OR)**

b) Examine the effectiveness of ILO's schemes and programmes in addressing key labour issues in India.

12. a) Analyze the salient features of the Factories Act, 1948, in ensuring labour welfare and safety.

**(OR)**

b) How do different types of labour welfare contribute to overall worker well-being? Provide examples from Indian labour laws.

13. a) Analyze how the Employees Provident Fund Act, 1952, ensures financial security for employees after retirement. How does it benefit both employers and employees?

**(OR)**

b) Examine the differences between social insurance and social assistance with suitable examples from Indian social security schemes.

14. a) Analyze the role of the Minimum Wages Act, 1948, in protecting workers' rights in India. How does it influence wage fixation in different industries?

(OR)

b) Elucidate the key provisions of the Payment of Wages Act, 1936, and analyze its role in ensuring timely and fair compensation for workers in India.

15. a) Examine the effectiveness of the Tamil Nadu Manual Workers Act, 1999, in improving working conditions for manual workers.

(OR)

b) Assess the provisions and the impact of the Mines Act, 1952, on the safety and working conditions of miners in India.

### SECTION – C

(5 X 8 = 40 MARKS)

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4/K5)**

16. a) Compare the recommendations of the National Commission on Labour (I & II) regarding labour mobility and market regulations. How can these recommendations be applied to improve working conditions in India?

(OR)

b) Assess the role of the ILO's schemes and programmes in shaping labour policies in India. To what extent have these initiatives addressed labour rights and social security concerns?

17. a) Critically evaluate the impact of the Tamil Nadu Labour Welfare Fund Act, 1972, on the economic and social conditions of workers.

(OR)

b) Examine how labour welfare theories influence modern labour policies in India. Which theory do you think is most relevant in today's economic context? Justify your answer.

18. a) Assess the impact of the ESI Act, 1948, on improving healthcare and social security for employees in India.

(OR)

b) Critically evaluate the features of the Maternity Benefit Act, 1961 and explain what are the key provisions related to maternity leave and financial assistance?

19. a) Evaluate the relevance of wage theories in shaping contemporary wage policies in India. How effectively do these theories address current economic and labor market challenges?

(OR)

b) How has the Payment of Bonus Act, 1965, influenced employer-employee relations in India? Discuss its advantages and limitations in today's context.

20. a) Evaluate the provisions of the Motor Transport Workers Act, 1961, on reducing exploitation and improving welfare in the transport sector.

(OR)

b) Critically evaluate the effectiveness of the Interstate Migrant Workers Act, 1979, in safeguarding the rights and welfare of migrant workers. How could the act be strengthened?

SUBJECT CODE/-

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